OVERVIEW
As a result of consulting key members of the community, law enforcement and subject matter experts, the Citizen-Law Enforcement Relations Working Group presents the following proposed model for law enforcement training standards in the areas of Tactics, Officer Wellness and Anti Bias. These actionable items represent common ground, that when put into place, create a climate of care and accountability. Officer wellness includes police serving at their best and providing training that reduces bias while increasing knowledge of alternative use of force. Such background safeguards their safety as well as that of the community and represents a step towards cultivating trust between citizens and law enforcement.

Tactical
The National Tactical Officers Association (NTOA) made a recommendation that tactical teams train for 16 hours per month in order to be mission capable. Police are not required to receive additional tactical training beyond their initial academy instruction but encounter more dangerous situations than tactical teams during their tour of duty each day. Additional tactical training will add to the safety of officers and citizens alike.

Officer Wellness
John M. Violanti, Ph.D., research associate professor in University of Buffalo's Department of Social and Preventive Medicine in the School of Public Health and Health Professions and a 23-year veteran of the New York State Police Department, is principal researcher of the study, called the Buffalo Cardio-Metabolic Occupational Police Stress (BCOPS) study. In an university article, Dr. Violanti stated,” Intervention is necessary to help officers deal with this difficult and stressful occupation,” he said, ”We want to educate them on how to survive 25 years of police work. They need to learn how to relax, how to think differently about things they experience as a cop. There is such a thing as post-traumatic growth. People can grow in a positive way and be better cops and persons after they survive the trauma of police work. That is an important message.” Attention to the mental and physical wellbeing officers will benefit the officers, their family, and citizen-law enforcement relations.

Anti-Bias
The International Association of Chief of Police model policy on unbiased policing states, “Maintenance of public trust and confidence in the police is critical to effective policing and is achieved largely through fair and equitable treatment of the public.” This is a basic requirement of law enforcement and the right of all persons in our society.” Additionally, the IACP indicates, “All officers will receive basic and in-service training and, where deemed necessary, remedial training as defined by the training authority on subjects related to police ethics, cultural diversity, police-citizen interaction, standards of conduct, conducting motor vehicle stops, and related topics suitable for preventing incidents of biased policing. St. Louis area expert committed their help
to develop and deliver proven strategies to assist communities to present training that is appropriate, meaningful, and relevant to police professionals.

**FOCUS AREA**
The Ferguson Commission Citizen-Law Relations working group focus is a mandated increase and specific yearly requirements in continuing education training by St. Louis area police departments and the State of Missouri. The Working Group:

- Calls for development of core curriculum and mandating tactical, wellness, and anti-bias training each year.
- Calls for an additional 24 hours per year for a total of 72 hours in a three year reporting period.
- Recognizes the additional funding, time and resources demands this places on communities, however, we believe the benefit of ensuring officers receive consistent and ongoing training outweighs the cost of not investing in officer training

**ACCOUNTABLE BODY**
St. Louis Area Police Departments and the Department of Public Safety's Peace Officer Standards and Training (POST)

**PRELIMINARY CALLS TO ACTION: TACTICAL**

- Minimum of 8 hours per year consisting of two four-hour blocks for all Class 1 counties with charter form of governance in Missouri
- Additional hours may be obtained in-service or through a certified academy Ensure training is uniformed across all departments with subject matter experts to develop courses as approved by POST
- Shift the content of training to include hours dedicated to alternatives to the use of force with different threat scenarios, threat-assessment training, cost-benefit various encounters, and tactical planning prior to arrival or taking action on the scene, and other options, not limited to the following:
  - Time and Space
  - Use of Cover
  - Verbal Commands
  - Calling for Assistance
  - Backup Element
  - Tactical Retreat
  - Tactical Element (SWAT, K-9, etc.)
  - Defense Tactic Skills
  - Tactical Tools (Taser, Baton, etc.)
  - Specific threat assessment in cases of dealing with people with behavioral health or mental health illness

**PRELIMINARY CALLS TO ACTION: ANTI-BIAS LEARNING**

- Expand anti-bias training consider eight hours a year in of all Class 1 counties with charter form of governance in Missouri
- Course developed and delivered with the input from leading experts in the field and community groups as approved by POST
- Additional hours may be obtained in-service or through a certified academy
- Content of the course may include, but is not limited to, the following:
  - Implicit bias
  - Stereotypes
  - Schemas
  - Fair and impartial policing
  - Unbiased behavioral responses
  - Implications for hiring, policy, and supervision
PRELIMINARY CALLS TO ACTION: OFFICER WELLNESS

- Mandatory minimum of 8 hours per year for all Class 1 counties with charter form of governance in Missouri
- Course developed and delivered by medical and mental health experts and certified peer counselors in the field as identified by Critical Incident Stress Management Training (CISM) or other peer training institutes
- Content of the course physical and mental health may include, but is not limited to the following:
  - Diet, Exercise, and Disease Prevention
  - Stress indicators to alert when stress is too much
  - PTSD
  - Post Traumatic Growth
  - Addiction
  - Coping techniques and Skills
  - EAP programs
  - Family relationships and opportunities for family counseling
  - Self-Assessments
  - Peer Discussions